



COMMUNITY AND PUBLIC
SECTOR UNION

SPSF GROUP NSW BRANCH
ABN 11 681 811 732

In Reply Please Quote TP:rr:A18/0092

13 March 2018

Rachel Casey
Director, Employee & Industrial Relations
GEO Group
PO Box Q134
QVB Post Shop
NSW 1230

By Email: RCasey@geogroup.com.au

Dear Ms Casey,

Re: CPSU NSW Log of Claims

I write to you in your capacity as Director of Employee and Industrial Relations with the GEO Group to serve you with a log of claims on behalf of the *Community and Public Sector Union* (CPSU NSW) for a new Enterprise Agreement for Parklea Correctional Centre Staff.

In addition to existing employment arrangements, we seek the following inclusions, amendments and/or variations to employment terms and conditions:

Title, Period of Operation and Future Negotiations

- The new agreement will be known as the *Parklea Correctional Centre Enterprise Agreement 2018-2021* and will operate for a nominal period of 3 years.
- The parties will agree to commence future negotiations 3 months prior to the nominal expiry of the new agreement.

Employment Security

- There will be no forced redundancies during the life of the new agreement.

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The CPSU NSW is the Federal Counterpart of the Public Service Association of NSW. CPSU NSW members are also members of the PSA.

Safe Staffing Levels

- The parties will negotiate a management plan identifying safe procedures for the operation of the centre.

The management plan will include:

- (i) the staff establishment, maximum inmate number and classification;
- (ii) the inmate number and classification by wing/unit/pod (and any other operational area) and the post structure for that wing/unit/pod (and any other operational area).

Remuneration, Allowances and Reimbursements

- Biannual salary increases of 3% from the first full pay period on or after 1 July 2018, 1 January 2019, 1 July 2019, 1 January 2020, 1 July 2020, 1 January 2021, 1 July 2021.
- A one off salary-uplift of \$7000 for CO1 and CO2 and \$12,000 for CO3 and Supervisor classifications.
- Shift penalty rates of 150% for all work undertaken on a Saturday and 175% for all work undertaken on a Sunday.
- All work undertaken by a casual employee shall be paid at the ordinary hourly casual rate plus 150% for all work undertaken on a weekend or public holiday.
- In addition, full time and part time employees (including fixed term employees) will receive an additional payment on the following basis:

Number of ordinary shifts worked on Sundays and/or public holidays during a qualifying period of payment 12 months from 1 July one year to 30 June the next year	Additional payment
4-10	1/5th of one week's ordinary salary
11-17	2/5ths of one week's ordinary salary
18-24	3/5ths of one week's ordinary salary
25-31	4/5ths of one week's ordinary salary
32 or more	one week's ordinary salary

Hours of Work

- No employee will work more than 16 hours, however arranged, on any day, other than in response to an emergency. Employees will receive a 250% loading for any time worked beyond 16 hours in any 24 hour period.

Leave

- 26 weeks paid parental leave (i.e. primary carer's leave) following the birth or adoption of a child. This leave may be taken at half pay at the employee's discretion.
- Employees will be entitled to 1 week of paid other parent leave following the birth or adoption of a child.
- Employees may access up to 20 days paid leave for matters arising from domestic violence.
- Employees may elect to substitute the payments referred to in the table above for additional annual leave.

Severance Payments

- All employees, other than casual employees, shall receive a severance package including:
 - i. A 4 week notice period or payment in lieu;
 - ii. An 8 week job readiness payment (excluding fixed term employees);
 - iii. 3 weeks pay for each year of completed service up to a maximum of 39 weeks pay (including a pro rata payment for a partially completed year of service).
 - iv. A 1 week additional payment for employees 45 years or older

Representational Rights

- Employees may elect to be assisted by a union representative during disciplinary investigations, hearings and appeals.

Health and Safety

- Casual employees will be offered vacant available shifts before full time employees are offered overtime.

Please note we reserve the right to vary, amend or raise additional issues during the course of bargaining.

We thank you for your attention to this correspondence and look forward to further discussions with your agency's representatives.

I can be contact on 0408 223 276 or at tpearce@psa.asn.au should you wish to discuss the contents of this letter further.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'TP', with a long horizontal flourish extending to the left.

Thane Pearce
For Stewart Little
State Branch Secretary